



THE AIR UNIVERSITY



# Officer Evaluation System

Class 16F – Gryphons Think Tank



# Overview



- Current OES & Focus Areas
- Recommendations
- Storyboard
- Summary



# Current OES & Focus Areas



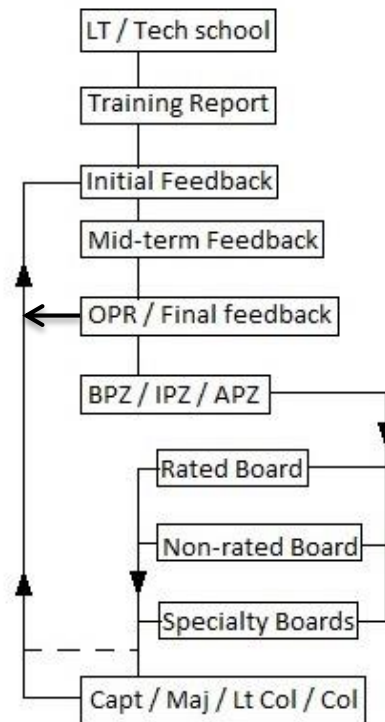
- Current feedback lacks value/accountability
- Ambiguity
- Unnecessary administrative workload
- Process accountability



# Recommendation



- Implement 360 Feedback
- Revamp OPR
  - Establish SCOD
  - Codify Stratification
  - Narrative
- Remove PRF & Eliminate MLR
- Split Rated/Line Boards





# 360 Feedback



- Problem
  - Current system lacks accountability
- Solution
  - 360 Feedback via survey
- Effects
  - Increased administrative burden
  - Soft leadership skills captured



# Storyboard



OFFICER PERFORMANCE REPORT					
Name	SSAN	GRADE	DAFSC	PAS Code	SRID
Organization, Command, Location, and Component					
Duty Title:					
Midterm Feedback					
I hereby certify that a midterm feedback session was conducted during the 2 week window via the approved means as prescribed in AFI 36-2406. My current stratification in thirds was discussed as well as means of improving/maintaining my performance.			Rater		
			Ratee		
Final Evaluation					
Rater's Assessment Narrative (ref AFI36-2406 for writing guidance):					
360 Leadership Feedback					



# Proposed OPR



- Problem
  - Ambiguity & Admin Workload
- Solution
  - SCOD & Codify Stratifications
- Effects
  - Drives promotion board schedule adjustment
  - Eliminates ambiguous stratifications



# Storyboard



Stratification (Unit Commander)		
This officer is my # <input type="text"/> of <input type="text"/> in their core AFSC		
This officer is my # <input type="text"/> of <input type="text"/> in their Grade		
This officer is my # <input type="text"/> of <input type="text"/> in their Year group		
Name, Grade, Br of SVC, Org, Command, Location	Duty Title	Date
	SSAN	Signature
Senior Rater		
In Grade Stratification (Not required)		
This officer is in the top <input type="text"/> percentile of all like grade Officers under my command		
If a Commander:		
This officer is my # <input type="text"/> of <input type="text"/> Commanders		
Name, Grade, Br of SVC, Org, Command, Location	Duty Title	Date
	SSAN	Signature
I hereby certify that the final feedback session was conducted during the 2 week window via the approved means as prescribed in AFI 36-2406. My current stratification was discussed, as well as means of improving/maintaining my performance.		
Yes <input type="checkbox"/> No <input type="checkbox"/>		Signature





# Remove PRF & Eliminate MLR



- Problem
  - Redundant & overbearing workload
- Solution
  - Add Senior Rater comments & promo zone to DQHB
- Effects
  - New normal for promotion board process
  - Cuts Administrative workload



# Split Rated/Line Boards



- Problem
  - Different career path
- Solution
  - Separate Rated AFSCs from Line promotion boards
- Effects
  - Additional promotion board
  - Promotes the right officers



# Summary



- Implement 360 Feedback
  - Revamp OPR
    - Establish SCOD
    - Codify Stratification
    - Narrative
  - Remove PRF & Eliminate MLR
  - Separate Rated from Line Promotion Board
- Clear direct feedback
- Eliminates promotion board ambiguity
- Saves 58K Senior Leaders hours annually



# Questions